



JOHN L. SCOTT, SHERIFF

County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2169



October 15, 2014

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
Los Angeles, California 90012

Dear Supervisors:

**QUARTERLY REPORT ON THE LOS ANGELES COUNTY SHERIFF'S
DEPARTMENT'S ELIMINATION OF THE CADRE OF ADMINISTRATIVE
RESERVE PERSONNEL PROGRAM**

SUBJECT

On April 15, 2014, the Board requested the Sheriff, in conjunction with the Chief Executive Officer (CEO), to provide the Board with quarterly progress reports on ending the practice of the Cadre of Administrative Reserve Personnel (CARP) program in the Los Angeles County Sheriff's Department (Department) by December 31, 2014. This is the second quarterly report.

BACKGROUND

In March 2010 the Department began a 16-month effort to cut \$128 million from its budget in Fiscal Year (FY) 2010-11. Part of that effort included the implementation of the CARP program. The program required the Department to hold between 270-280 positions vacant in order to generate \$36.6 million in annual savings. This program, commonly referred to as CARPing, requires supervisory and administrative staff to work an 8-hour shift per week to fill vacancies instead of using overtime. Since March 2010 the Department has used CARPing to fulfill patrol, custody, court services, and other line functions of the Department.

In 2013 the Board approved a two-year plan developed by the CEO and the Department to eliminate CARPing through the hiring of 280 deputy sheriff generalists (DSG) at an

A Tradition of Service

annual ongoing cost of \$36.6 million (\$18.6 million in FY 2013-14 plus \$18 million in FY 2014-15).

IMPLEMENTATION OF PHASE I

During FY 2013-14, 304 DSGs graduated from the Department's academy, allowing the Department to transfer 178 DSGs to patrol. This has allowed the Department to eliminate CARPing for station detectives, as well as greatly reduce the need for CARPing by other Departmental personnel.

The table below reflects the reduction in CARP shifts for FY 2013-14 and FY 2014-15.

FY 2013-14 & FY 2014-15 CARP SHIFTS			
PATROL DIVISION (B-1)	2013 June	2014 Sept	VARIANCE
CENTRAL	620	217	-403
EAST	621	113	-508
NORTH	493	71	-422
SOUTH	690	256	-434
Patrol Division Totals	2424	657	-72.90%
Department Totals	6944	2583	-62.80%

IMPLEMENTATION OF PHASE II

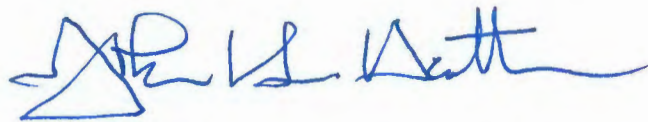
In FY 2014-15, the Department's goal is to eliminate all mandatory CARPing by December 31, 2014, through a combination of newly hired DSGs and overtime. During the first quarter of FY 2014-15, 97 DSGs graduated from the Department's academy, allowing the Department to transfer 45 DSGs to patrol. As of October 1, 2014, there were 63 deputy sheriff trainees in the Department's academy who are scheduled to graduate in December 2014, further reducing the need to CARP within the Department. The Department will need to expend overtime using current resources to eliminate the remaining mandatory CARPing by December 31, 2014, as scheduled. The Department does not anticipate returning to the Board to ask for additional resources to eliminate CARPing.

October 15, 2014

CONCLUSION

Should you have any questions, please contact Division Director Glen Dragovich, Administrative and Training Division, at (323) 526-5191.

Sincerely,

A handwritten signature in blue ink, appearing to read "John L. Scott", with a stylized, cursive script.

JOHN L. SCOTT
SHERIFF